

## **Impact of Employee Qualification on the Career Development of Employees with Mediating Role of Employee Job Performance at ABC Banking (Pvt) Ltd.**

Nivedhari, K.<sup>1</sup> and Darshani, R. K. N. D.<sup>2</sup>

The purpose of this research is to identify the impact of Employee qualification on the career development of Employees with mediating role of employee job performance at ABC banking (Pvt) Ltd. Enhancing an employee's career allows organizations to develop employees' career development that is compatible with their interests, needs, and goals. Previous research has devoted little attention to the study on employee career development, which has created a performance gap in the study. In addition, this study intends to fill the knowledge gap by looking into the relationship between employee qualification, career development, and employee qualification. This study was conducted with 200 randomly selected ABC Banking (Pvt) Ltd employees, primarily using a deductive approach. The Morgan table was used to calculate the sample size. An online questionnaire was used to collect primary data by adapting a standard measurement scale. SPSS was used to analyze the data, and reliability and validity statistics were used to analyze the scale's internal consistency and reliability. Advanced hypotheses were also tested using correlation and regression analysis, as well as the Sobel test used for the mediating effects. According to the study's findings, employee qualification significantly impacts career development, with employee job performance affecting as a mediator. As a result, it is recommended that ABC Banking (Pvt) Ltd employees seek to improve their qualifications, which leads to improved performance and, as a result, career development has been achieved. Further, employee qualifications having a significant direct effect on employee job performance mean that a higher level of employee qualification will result in a higher level of employee job performance and enhance the career.

**Keywords:** *Career Development, Employee Qualification, Employee Job Performance.*

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<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [knivedharani@gmail.com]

<sup>2</sup> Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [niroshidarshani@kln.ac.lk]